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Reforming continuous learning in Finland

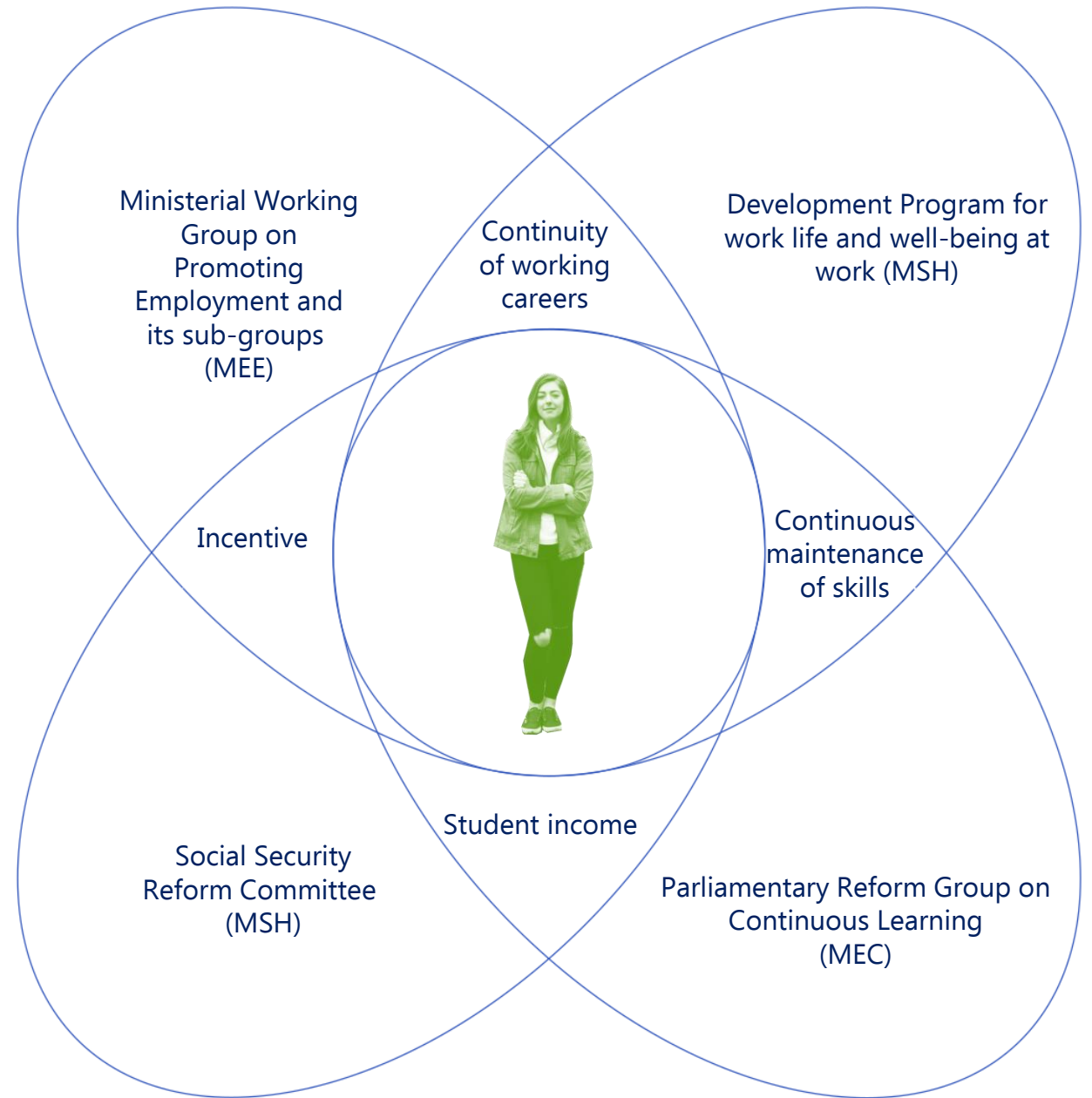
*5.11.2020 Policy learning forum
Upskilling pathways: a vision for future*

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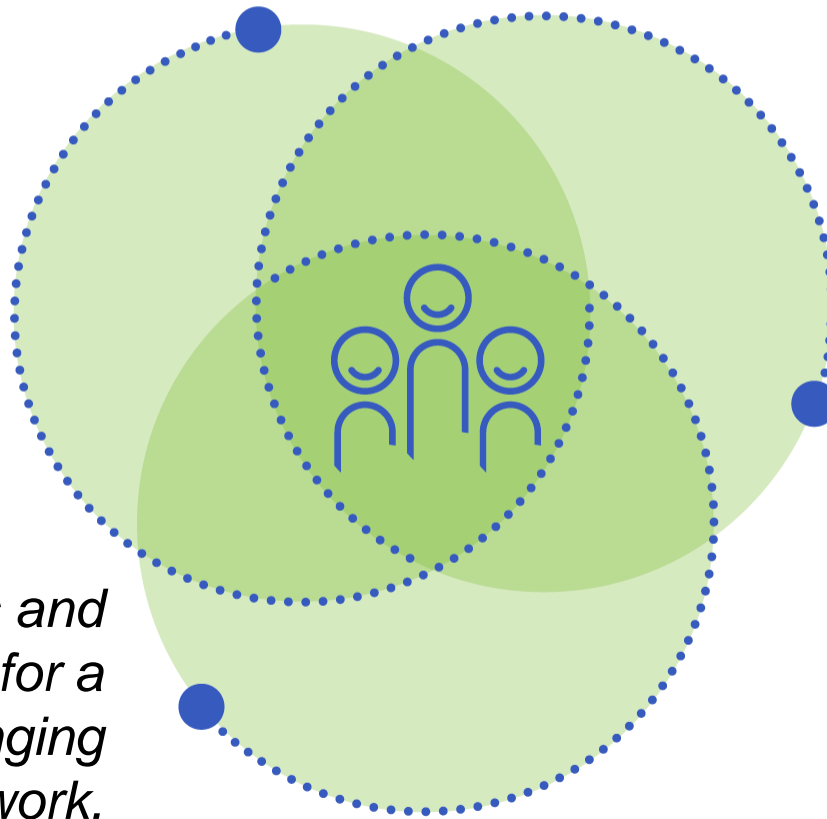
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The reform of continuous learning is one of the most important reforms of the 2020 s, in which the skills of people of working age, the provision of education, livelihoods and the needs of working life are examined as a whole.



Vision of the continuous learning in Finland

Everyone of working age advances their competence actively and flexibly thorough their career.



Competence renews the world of work and the world of work renews competence.

A labour force that is skilled supports sustainable growth, innovation and competitiveness, and consequently wellbeing.

Everyone has the skills and competence required for a meaningful life and in a changing world of work.

Preparation with parliamentary group and various stakeholders

- The reform of continuous learning is being prepared by a parliamentary group, which includes all parliamentary parties. The outline will serve as a basis for the reform, which will extend beyond the government term.
- The policy outlines are being prepared in cooperation with social partners and other stakeholders including education providers, student organisations and regional administration.
- The reform is linked to other activities of the Government Programme, such as Ministerial working group on promoting employment, social security reform and the development programme for work and well-being at work.
- The secretariat consists of officials from the Ministry of Education and Culture, the Ministry of Employment and the Economy, the Ministry of Social Affairs and Health and the Ministry of Finance.

Situational picture in the labour market

- Citizens' skills currently fail to meet the anticipated changes in the labour market
 - Anticipation shows that many job vacancies will require much higher skills than many people of working-age possess at present.
 - More than 300,000 people have only completed basic education. Only a small proportion of new vacancies are open to those who lack good occupational skills.
 - Due to the pandemic the transformation of the labour market will be faster than previously predicted. Therefore, more and targeted opportunities for upskilling and reskilling are needed.

Extracts from the Citizen's Survey on Lifelong Learning in Finland (The Finnish Innovation Fund Sitra 2019)



Almost 80 %

believe that within five years there will be changes in their own work that require upskilling



Almost 60 %

would be willing to change the sector if it would help in working life.

Extracts from the Citizen's Survey on Lifelong Learning in Finland (The Finnish Innovation Fund Sitra 2019)



Highly educated people

feel that both their own capabilities and the opportunities offered by the environment to upskilling are better than those with lower education.



One of three

would upskill if it were economically possible.

OECD: Continuous Learning in Working Life in Finland (Feb 2020)

- In its report Continuous Learning in Working Life in Finland published on 19 February 2020, the OECD makes recommendations to Finland on measures that will facilitate adaptation to the changing world of work and ensure that opportunities for reskilling and upskilling are available to everyone as needed.
- According to the OECD, Finland should:
 - diversify its education and training provision;
 - make the education and training provided more labour market relevant;
 - incentivise individuals to engage in labour market relevant training;
 - provide comprehensive information and guidance services;
 - develop tailored education programmes; and
 - reach out to adults with low basic skills.

Key questions reforming continuous learning in Finland



- A comprehensive and systemic approach is required for developing education and learning, taking into account many policy sectors.
- Education systems will also need to cooperate more closely with working life.
- One of the key questions is, how non-formal and informal learning can be more efficiently exploited in competence development, and the learning outcomes made visible.
- The education system and its financing and guidance will be developed to better support learning in the workplace.
- In addition, common principles will be set out for recognising and validating prior learning acquired outside formal education.
- Services will be created to facilitate lifelong guidance, and such services will also focus on supporting groups that are currently underrepresented in adult education.

Roadmap for implementing the reform of continuous learning (draft)

- Identified key questions will be discussed in more detail in the policies, and a more detailed roadmap for implementing the reform will be prepared. Measures in the roadmap are grouped under following themes:
 - *Continuous learning as part of working life*
 - *Creating a continuous learning service system*
 - *Ensuring the accessibility of continuous learning*
- The aim is also to monitor how phenomena linked to the reform of continuous learning evolve and to create an assessment framework for how to implement the reform.
- The roadmap and policies for implementing the reform of continuous learning will be published by the end of 2020.

Examples of Theme Contents and Measures in Roadmap (draft)

Continuous learning as part of working life

- Developing a learning working community
- Identification and recognition of competences
- Closer links between working life and the competence system

Creating a continuous learning service system

- Establishing new continuous learning service system
- Innovative education and training provision
- Reshaping means to anticipate changes in the world of work
- Developing the service process of learners and jobseekers
- Seizing the opportunities of digitalisation

Ensuring the accessibility of continuous learning

- Comprehensive development of guidance
- Special measures for under-represented groups
- Developing benefit systems to support continuous learning



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Thank you!

For more information:

<https://minedu.fi/en/continuous-learning-reform>

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